

(Draft for the Committee of the Whole — Faculty Meeting, October 5, 2007)
(Derived from Working Group Draft dated 9/27/07)

EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY PART SIX

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I. INTRODUCTION

This document communicates the philosophy and perspective of Skidmore College regarding issues of equal employment opportunity and diversity. It also presents the College's policies, objectives, and plans for maintaining its status as an equal opportunity employer and educator and for supporting its goal of extending the diversity of our community.

Equal Employment Opportunity laws and regulations prohibit discrimination of employees or applicants for employment based on race, color, religion, gender, age, national or ethnic origin, physical or mental disability, veteran status, marital status, sexual orientation, or any other characteristic protected by applicable federal, state, or local laws.

SkidmoreCollegeis committed to being an inclusive campus community and an Equal Opportunity

Skidmore College affirms that its community members (faculty, staff, and students) have the right to be free from acts of harassment that constitute unlawful, offensive, and hostile behavior; such acts (based on the protected characteristics of an employee or student) include (but are not limited to) sexual or racial harassment. In general,

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f. Before any candidate in an academic search is invited for an interview (whether on- or off-campus), the office or department responsible for hiring will contact the ADEWD and the DOF or VPAA, as appropriate, to review the applicant pool. If the pool is not sufficiently inclusive, the DOF or VPAA and the ADEWD may recommend further steps.

h. At the conclusion of the interviewing phase, the office or department responsible for hiring will contact the ADEWD and the appropriate Dean or Vice President to discuss the candidates interviewed and the rank ordering of final candidates. No oral or written commitment may be made to a candidate until the ADEWD, and, in the case of academic searches, the Dean of the Faculty and the Vice President for Academic Affairs have agreed that appropriate equal employment opportunity procedures have been followed.

of a subordinate by a supervisor, or harassment of a supervisor by a subordinate. This policy prohibits harassment of a student by a member of the faculty, staff, or by another student; it also prohibits harassment of a member of the faculty or staff by a student. It further prohibits harassment of any member of the Skidmore community by persons doing business with or for Skidmore College. <[Top](#)>

A. Sexual Harassment Defined

Applicable state and federal law defines sexual harassment as any unwelcome sexual advances, requests for sexual favors, or visual, verbal, or physical conduct of a sexual nature. In particular, sexual harassment occurs when

submission to the conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement (quid pro quo harassment),
submission to, or rejection of, the conduct is used as the basis for employment or academic decisions affecting the individual (hostile work environment harassment).

Harassment on the basis of race, color, religion, gender, age, national or ethnic origin, physical or mental disability, veteran status, marital status, sexual orientation, gender identity or expression,[5] or any other category protected by federal, state, or local laws occurs when